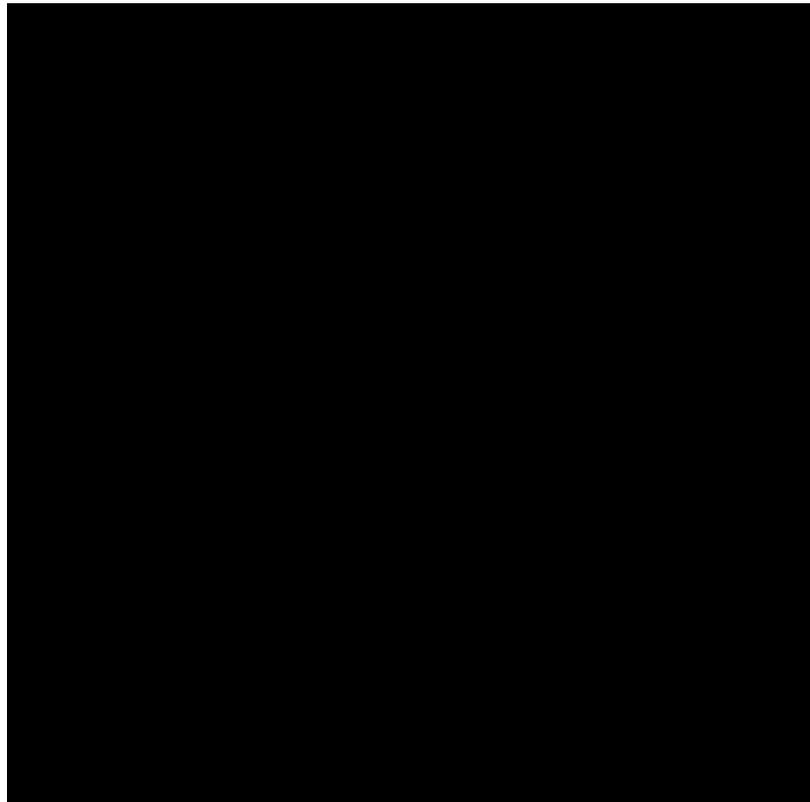


ARMY BOXING ASSOCIATION



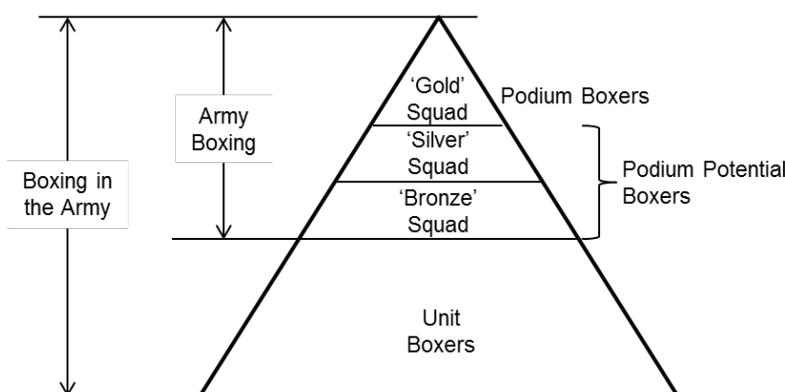
**STRATEGY
2017**

ARMY BOXING STRATEGY 2015

“Army Boxing will be the leading Service sports team, developing soldiers that can compete at international level and win medals for their country at World and Olympic championships”

Vision

1. The Army will develop international boxers who represent their country and win medals in major championships¹. Boxing will be the sport of choice for soldiers, male and female, who will compete at all levels from unit to international via a structured pathway. This means that this Strategy must support both ‘Boxing in the Army’ and ‘Army Boxing’. Progression from Boxing in the Army to Army Boxing will be along a structured pathway at the pinnacle of which will be an elite ‘Gold’ Squad of Podium Boxers. The Gold Squad will deliver success as a team against other services, including retaining the combined services championship title, and against other amateur clubs and organisations. The Gold Squad will win at national and international championships but its success is entirely reliant on a vibrant and successful widespread programme of Boxing in the Army. But the boxers are only one part of a successful strategy, the others are coaches and officials. This strategy will place a greater emphasis on developing coaches and officials, and so will guarantee continued and long-term success. The entire boxing programme, developed in an enduring partnership with Great Britain Boxing², will form the basis of the new structure. This Strategy will endure, but it will focus on success from 2016-20.



The 5 Strategic Objectives

2. To deliver this vision, Boxing in the Army will be restructured to produce a properly resourced and supported pathway to the elite Gold Squad. The five strategic objectives are:

a. **A Pathway Programme to Produce an Elite Gold Squad.** The structure of Army Boxing will provide a mechanism that improves the management of the boxers, standard of coaching and so performance at the elite level, and to produce a larger pool from which boxers can progress. In achieving this the Army Boxing Club will become the leading Boxing Club in the UK. We already have the largest membership and by nurturing and encouraging novice³ level boxing at unit level, as well as identifying nascent talent during recruiting and basic training, we will be able to create the Gold Squad which will excel.

b. **Improved Training to Produce Better Technical Boxers.** At each level Army Boxing will seek to improve coach/boxer contact time. At the elite level this will be 1 on 1. Training camps at the Gold Squad (and on occasions with the Silver Squad) will be conducted with GB and home nations and a training programme will be produced in **partnership with GB Boxing**. At each level boxers will be given access to the appropriate level of competition and given the correct

¹ Olympic Games, Commonwealth Games, World and European championships.

² GB Boxing British Army Boxing recommendations dated 22 Sep 14.

³ Now defined under the AIBA structure as ‘Development’ boxers.

coaching and support to win. This improved training regime will be matched with an increase in coaching standards. With effect from October 2015 this will include regular on site Strength and Conditioning (S&C) support from a dedicated English institute of Sport (EIS) practitioner funded by the Army Elite Sport Programme (AESP). This will be enhanced further from January 2016 with support to Podium Boxers as part of the Sport England Talented Athlete Scholarship Scheme (TASS)⁴ which again will be funded by the AESP.

c. **Develop a Complete System Support for Boxers.** In addition to improving the technical coaching of boxers there will be additional support for the boxer in all aspects of their performance. This will predominantly be for the Podium Squad, but not exclusively, and will maximise the use of external support. This will include advice on nutrition, fitness and psychology, some of which will be provided under the TASS. A talent steering group will be created for team selection, assigning mentors and providing individual performance advice.

d. **Success in Every Competition.** Army boxing will win every competition entered including retaining the Combined Services Championship, international competitions by selected individuals and team competitions against regions or other single services. Competition will be at the heart of all activity with the aim of producing boxers who are national champions. Even with the Podium Squad there will be competition with 2 boxers at each weight category (20 male and 6 female). At the lowest level units will be encouraged to create regimental competition and all major units encouraged to participate in the Army Major Units Competition. Corps, brigade and regional competition will all be encouraged and supported to increase participation in the sport and hence improve the pool of boxers available for selection to the Podium and Potential Podium Squads.

e. **Produce More and Better Coaches.** Coaching is the foundation of boxing success, a fact that will be recognized by creating the appointment of Coaching Development Officer (CDO) as part of the ABA Committee. The CDO will be responsible for developing a plan to ensure the long-term improvement of coaching.

f. **Increase the Pool of Qualified Officials.** Officials are fundamental to the success of Boxing as a sport. The Army Boxing Association will create the appointment of Officials Development Officer as part of the ABA Committee. The ODO will be responsible for developing a plan to increase the number of officials.

Key Performance Indicators (KPIs)

3. The success of Army boxing will be measured annually against each of the Strategic Objectives and The Vision, with the following team and individual achievements articulated as Key Performance Indicators (KPIs). The KPIs for the period 2015 – 2017 are at Annex B. These will be reviewed at the Army Boxing Annual General Meeting. A summary of the KPIs is as follows:

a. Increasing the Pool of Talent by increasing the number of:

- (1) Boxers registered.
- (2) Unit and inter unit level competitions.
- (3) Units participating in the Army championships.
- (4) Soldiers entering the Army individual championships.

b. Producing an elite Podium Squad and a Podium Potential Squad which:

- (1) Wins the Combined Services Boxing Championships.
- (2) Competes successfully in an international box-cup.
- (3) Competes in a number of annual team events vs National/regional teams. (Scotland, S.Counties, London, etc).

⁴ Sport psychology, diet and nutrition, lifestyle coaching and connected workshops for non-HC boxers.

- c. Individual Success at all Levels with Army Boxers:
 - (1) Competing in International Championships⁵.
 - (2) Selected for GB trials.
 - (3) Representing their countries.
 - (4) Successful in National Development Championships.
 - (5) Successful in National Elite Boxing Championships.

- d. Developing More and Better Coaches:
 - (1) Overall number of coaches registered increased with specific targets for the numbers of coaches at.
 - a. Level 1.
 - b. Level 2.
 - c. Level 3.
 - (2) Increasing the number of coaches with AIBA accreditations'.

- e. Developing the Pool of Experienced Officials including increasing the:
 - (1) Number of referees, judges and timekeepers within the Army.
 - (2) Number of AIBA referees, judges and timekeepers.

Resourcing The Strategy

4. Without resources strategy is useless; the Army Boxing Strategy will be resourced in two ways. Firstly, by the activity of volunteers who will fulfil management positions within the Army Boxing structure and the coaches who deliver boxing training in addition to their full time appointments. The second resource will be financial and will encompass the public and non-public funds we have access to through the Army, Army Sports Board and Combined Services funding. This will be backed up by sponsorship from appropriate and reputable partners in industry. Sponsorship is likely to become increasingly important to resource the ambition of the Strategy and all members of Army Boxing will be required to offer opportunities to, and support for, the sponsors. Critically, AESP funding and resources will be targeted to areas for the development of the most talented boxers with the greatest potential in the Gold and Silver squads. Unit/Corps level sponsorship will remain the responsibility of individual COs.

Plan

5. In order to achieve the Army boxing vision and strategic objectives, the Army boxing association will implement an annual boxing plan. The plan will highlight action required, timelines for completion and responsibility in the following areas of development:

- a. Action Plan.
- b. Coaching Development and Succession.
- c. Boxing Official's Development and Succession.
- d. Finance.
- e. Communications.

6. The plan will be reviewed informally periodically and undergo a formal review at the Army Boxing Annual General Meeting.

Communications

7. Army boxing must communicate this Strategy broadly within the Army and create a Communications Plan to promote boxing within the Army. Communications will target the leadership

⁵ 2015 – Worlds (Doha) and Europeans (Sofia), 2016 – Olympics (Rio), 2017 – Worlds and Europeans (TBC), 2018 – Commonwealths (Gold Coast), 2020 – Olympics (Tokyo).

elements within the Army, to promote and back the sport and potential boxers to encourage them to take up the sport. Externally we will continue to seek sponsorship and to increase the donations of our current sponsors. Army boxing will be promoted with Team GB, GB Boxing and the Home Nations boxing to elicit further assistance for the sport in the Army and to promote the Army more generally within the wider civilian community. We already receive considerable favourable media attention from Service outlets but more will be done, within the bounds of current regulations, to promote the Army through boxing in civilian media outlets; written, television/radio and social media. A separate Communications Plan will be produced.

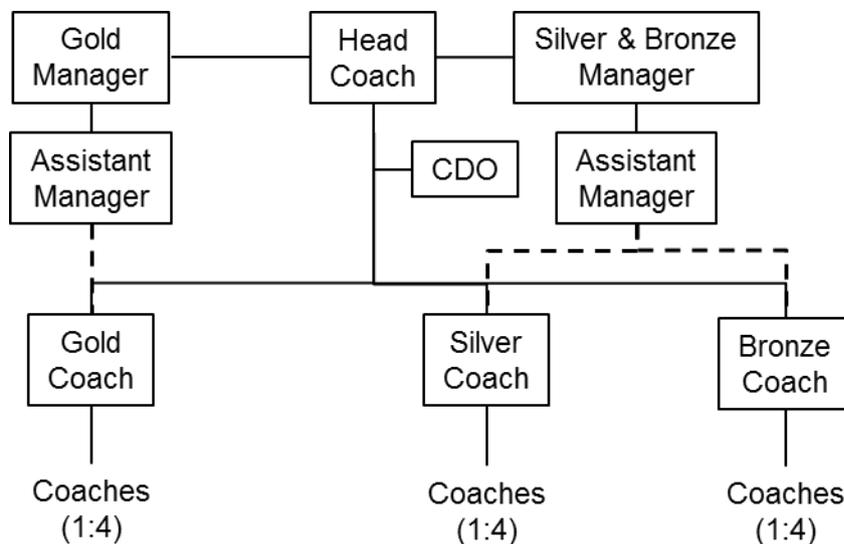
Annexes:

- A. Team Structure.
- B. Key Performance Indicators (KPIs).

ARMY BOXING TEAM STRUCTURE

Aim

1. Boxing in the Army will provide a framework that allows the Army to identify and develop boxers from novice to compete at elite level. The structure will ensure all Army boxers, coaches, the executive committee and chain of command are aware of their role in support of Army Boxing.
2. This annex outlines the structure of the Army Boxing and the pathway that takes a boxer from being a novice to competing at the Olympic Games.
3. **Improved Management.** The management of Army Boxing will be formalized. There will be a single Head Coach responsible for all three squads. Under him will be dedicated technical coaches for each of the Gold, Silver and Bronze Squads, with 3 or 4 full-time assistant coaches. The Gold Squad will have its own Manager and Assistant Manager, while the Silver and Bronze Squads will share the same Manager and Assistant Manager.



4. **Structured Pathway.** The pathway begins with a thriving competition at unit level and by identifying talent early (including potential in the phase 1 and phase 2 training establishments). In the spirit of soldier first, individuals will maintain their professional career.
 - a. A talented boxer will be identified at unit level, and invited to attend the Bronze Squad concentration. This will be full-time training, under the Bronze Coach, from late August until Boxing England's Development Championships (likely to be mid-November). At this point the boxers with most potential will be invited onto the Silver Squad, the others will be returned to their units to be developed as part of corps squads. The Bronze Coach will continue to track these boxers, arranging for them to represent the Army against the other services or civilian clubs. Their aim will be to secure a place on the Silver Squad through exemplary performances at corps championships or in the Army Individual Championships.
 - b. The Silver Squad will be 'virtual' with boxers remaining within their units. It will be of a maximum of 27 boxers at specific weights and will have a dedicated Silver Coach. These boxers will be expected to take greater ownership of their own development, attending corps training and also local clubs. There will be monthly Silver Squad coaching sessions in Aldershot, drawing on the Gold Squad set up. The Gold Coach will take a close interest in these boxers – they will be the Gold Squad of the future – who will arrange for them to box the other services or represent the Army against civilian clubs. Their aim will be to secure a place on the Gold Squad through exemplary performances at elite level in the Army Individual Championships.

c. The Gold Squad will be of 26 boxers, training full-time in Aldershot under the Gold Coach. At the pinnacle of Army Boxing, these boxers will secure continued success in the Inter-Service Championships and will represent their Home Nation or GB at the highest level.

5. **Improved Training to Produce Better Technical Boxers.** At each level Army Boxing will seek to improve coach/boxer contact time. At the elite level this will be 1 on 1. Training camps at the Gold Squad (and on occasions with the Silver Squad) will be conducted with GB and home nations and a training programme will be produced in **partnership with GB Boxing**. At each level boxers will be given access to the appropriate level of competition and given the correct coaching and support to win. This improved training regime will be matched with an increase in coaching standards.

6. **Gold Squad.** The Gold Squad is the pinnacle of Army Boxing. Boxers will train full time in Aldershot and be in contention to represent the Army at the Inter Services Elite Championships and the CSBA in the England Championships. The Gold Squad will have:

- 2 x Boxers at each Olympic Weight Category.
- Minimum fitness benchmarks to be achieved.
- Individual weight allowances strictly adhered to.
- Discipline code.
- Nutritional and sports psych support to be made available.
- Coaching / boxer ratios of 1:4 to be met.
- Kit and equipment issue to individuals.
- Targeted and focussed competitions for boxers (yet to be determined).
- Regular communication with unit Chain of Command.
- Sports Equipment Public Fund focussed on this cohort.
- Periodic military training.

7. **Silver Squad.** The Silver Squad will comprise those boxers unable to train full time in Aldershot and those experienced boxers (open class and Development B boxers) not quite ready to be part of the Gold Squad. It will assemble at the end of Boxing England's Development Championships in November. The Silver Squad will represent the Army in targeted competition, attend monthly training camps and be expected to enter the Army Individual Championships where they will compete against elite boxers for a place in the Gold Squad. The Silver Squad will have/be:

- Maximum of 2 x boxers at Male Weights and 1 x boxer maximum at Female weights.
- Minimum fitness targets.
- Unit based or based within a Corps boxing team.
- Affiliated to local boxing club with contact from Army coaching staff.
- Targeted bouts to represent the Army.
- Individual weight allowances strictly adhered to.
- Attendance at monthly Army team training camps.
- Limited clothing issue.
- Coaching / boxer ratios of 1:4 to be met.

8. **Bronze Squad.** Boxers will be invited to join the Bronze Squad from late August each year. They will have been selected on the basis of their potential, recommended by Corps and Unit coaches, or spotted by Army Boxing coaches throughout the year. The Squad will train full time and will select the Army's boxers for the Inter-Service Development Championships and Boxing England's Development Championships. After these championships, the best boxers will be invited onto the Silver Squad. The Bronze Squad will:

- Train full time from approx end-Aug to mid-Nov.
- Not be strictly limited by numbers within weight category.
- Provide Army competitors for the Inter-Services and Boxing England Development Championships.

- Be trained by dedicated coaches, supported by the Gold Squad coaches as necessary.
- Have individual weight allowances to be strictly adhered to.
- Have the opportunity to buy discounted kit.
- Coaching / boxer ratios of 1:4 to be met.

9. **Development Boxers.** Development Boxers will train at unit and Corps level where they will develop and gain experience. On a daily basis, they will be managed and coached at unit/corps level. The best development boxers should enter the Army Individual Championships where they can earn selection to represent the Army in the national development championships. Success in the Army individual and national development championships will earn progression to the Bronze Squad. Development boxers will also be invited to attend Army development training camps where talent may be identified. Development boxers will have/be:

- Unit based.
- Attend regional and Corps training camps led by regional/Corps coaching staff.
- Limited clothing issue (to be confirmed).
- Expected to enter Army individual champs.
- Selected boxers to represent Army in CSBA Dev champs.

Pathway Progression

10. **Bronze to Silver.** A development boxer may earn selection to the Silver Squad by:

- Success in the national development championships.
- Winning the Army individual championships.
- Beating a podium potential boxer.
- Demonstrating talent and success inter-unit competition.

11. **Silver to Gold.** A member of the Silver Squad can displace a Gold Boxer in the following circumstances;

- Long term injury or significant medical suspension of a podium boxer.
- Winning the Army individual champs against a podium boxer or in a targeted box off.

12. **Selection.** The Army boxing head coach in consultation with the team managers (Gold, Silver and Bronze) and coaches will select boxers for the Gold and Silver squads.

Management

13. The Army Boxing Association will continue to be overseen by a president, chairman and secretary. The Gold, Silver and Bronze Squads will each have a manager and allocated coaches as shown in Para 3.

14. The Army Boxing head coach will focus on training the Gold Squad with oversight of all Army Boxing. Pool coaches, most of which are Corps team head coaches will support all boxers and teams with primacy for the development boxers and podium potential team.

Role of GB Boxing

16. To develop the Podium Squad boxers and coaches, Army boxing will seek to conduct training camps at the Podium level (and on occasions Podium Potential boxers) with GB and home nations. Training programmes for the Podium and Potential Squads will be produced in partnership with GB Boxing.

**Annex B to
Army Boxing Strategy 2015**

ARMY BOXING KEY PERFORMANCE INDICATORS (KPIs)

Ser (a)	Area (b)	Target (c)			
		Baseline (2014)	2015	2016	2017
A	Increasing the Pool of Talent				
1	Boxers registered with Army Boxing Association	1462		2000	2200
2	Number of unit and inter unit level competitions	36		45	50
3	Number of units participating in the Army championships	12	8	16	16
4	Number of entrants in the Army individual championships	96		120	120
B	Producing an elite Podium Squad and Potential Podium Squad				
1	Victory in the Combined Services Boxing Championships	1	1	1	1
2	Compete successfully in an international boxing cup	0	1	2	3
3	Compete in a number of annual team events vs National/regional teams	3	3	4	4
C	Individual Success at all Levels				
1	Male Boxers reaching the ¼ finals of the Development Champs	5	6	6	7
2	Male Boxers reaching the ¼ finals of the National Boxing Champs	5	6	6	7
3	Female Boxers reaching the ¼ finals of the Development Champs	1	2	3	4
4	Female Boxers reaching the ¼ finals of the National Boxing Champs	2	2	2	3
5	Male Boxers reaching the semi finals of the Development Champs	2	3	3	4
6	Male Boxers reaching the semi finals of the National Boxing Champs	2	3	3	4
7	Female Boxers reaching the semi finals of the Development Champs	0	1	1	2
8	Female Boxers reaching the semi finals of the National Boxing Champs	2	2	2	3
9	Male Boxers reaching the finals of the Development Champs	2	2	3	3
10	Male Boxers reaching the finals of the National Boxing Champs	1	1	2	2
11	Female Boxers reaching the finals of the Development Champs	0	1	1	2
12	Female Boxers reaching the finals of the National Boxing Champs	1	2	2	3
13	Boxers selected for GB trials	2	2	3	3
14	Boxers representing their country	2	2	3	3
15	Boxers competing at World or European Champs	n/a	1	1	2
16	Boxers competing at Olympic Games	n/a	n/a	1	n/a
17	Boxers competing at Commonwealth Games	2	n/a	n/a	n/a
D	More and Better Coaches				
1	Overall Number of registered coaches	414		500	
2	Level 1 coaches registered	330		400	
3	Level 2 coaches registered	84		120	
4	Level 3 coaches registered	1		5	